



MILWAUKEE COUNTY JOB DESCRIPTION

Job Title: Election Commission Executive Director

Department: Election Commission

Location: Milwaukee County Courthouse, WI, 53233

Status: Full-time

FLSA Status: Exempt

EEO-1 Job Category: Executive/Senior Level Officials

Pay Range: \$61,668.25 - \$90,274.91

Job Summary: Responsible for oversight and management of the department; develop and monitor budget; administer Wisconsin election and campaign finance laws; manage and coordinate all aspects of the election process, media relations and intergovernmental relations (state and municipal); work with elected officials, municipal clerks, candidates, and the general public; and administer all elections with a fair, honest, objective and neutral approach.

Essential Duties and Responsibilities:

- Perform day-to-day oversight and administration of department operations, including all aspects of staff training and supervision, approval of payroll and budget; provide updates to Election Commission and coordinates Election Commission meetings;
- Design and proofread ballots; coordinate ballot printing and electronic programming of voting machines with vendors; prepare election notifications; deliver election supplies to municipalities; oversee record retention; store and destroy ballots as required by law;
- Serves as a resource to municipal clerks, school district clerks, elected officials, candidates for public office and the general public regarding election information, voter registration and procedures in accordance with Wisconsin Statutes, Chapters 5 – 12;
- Supervise staff in the review, reconciliation and entry of election results in the State's Canvass reporting system. Coordinate signing of official election results by Election Commissioner; troubleshoot and resolve any discrepancies;
- Oversee staff review of candidate nomination papers; review challenges filed against candidates and prepare written filings; coordinate Election Commission Appeal Hearings;
- Attend periodic training & certification by the Wisconsin Government Accountability Board (GAB). Maintain certification during incumbency; provide Chief Inspector Training for municipalities and newly appointed municipal clerks; provide ongoing staff training;
- Coordinate recount and recall elections for all municipalities including ballot preparation and distribution, scheduling and logistics for such elections;
- Ensure campaign finance reports are distributed to candidates; analyze and verify submitted reports are accurate and filed in a timely manner; refer non-compliant candidates to the DA's office;
- Design and conduct new voter education; promote community awareness of elections; provide media and general public with information on voting procedures, voting rights and new voting technology;
- Other duties as assigned;
- Regular attendance is required.

Minimum Education & Years of Experience Required: Bachelor's Degree in Business Administration/Business Management/Political Science with three (3) to five (5) years of experience in municipal or government program administration and general office supervision OR Associate's Degree in Business Administration/Business Management/Political Science with seven (7) to ten (10) years of experience in municipal or government program administration and general office supervision.

Required License: Wisconsin Driver's License.

Preferred Certifications: Registration as a Notary Public; Wisconsin Government Accountability Board (GAB) Certified Chief Inspector Trainer and Municipal Clerk Trainer; Special Registration Deputy appointment (by the GAB to register voters).

Required Skills and Abilities:

- Frequent internal and external communication; building strong working relationships internally and externally; high degree of authority in securing understanding and cooperation of multiple departments or interests.
- Read, write, and comprehend routine reports, procedures, and/or government regulations with high level of accuracy. Speak effectively before both internal and external groups. Prepare and present written communications pertaining to complex subjects.
- Complex work generally governed by broad instructions, standard policies, procedures and objectives usually involving frequent changes.
- Major responsibility for decisions and final recommendation, which may result in the formulation of strategic plans of action to achieve the broad objectives for the organization.

Working Conditions:

- **Physical Demands:** Sitting, Hearing, Talking, Visual, and Typing.
- **Non-Physical Demands:** Analysis/Reasoning, Communication/Interpretation, Math/Mental Computation, Reading, Sustained Mental Activity (auditing, problem solving, grant writing, composing reports) and Writing.
- **Environmental Demands:** Tedious/Exacting Work.

SEWRPC LAUNCHES VISION 2050!

PLEASE JOIN US IN SHAPING THE FUTURE OF LAND USE
AND TRANSPORTATION IN SOUTHEASTERN WISCONSIN

The Southeastern Wisconsin Regional Planning Commission is launching VISION 2050, an effort to create a long-range vision for land use and transportation in the seven-county Southeastern Wisconsin Region. Your input will play a large role in shaping this vision—a vision that will be reflected in a new year 2050 regional land use and transportation plan for Southeastern Wisconsin. The year 2050 plan will represent a major update of the year 2035 plans prepared by the Commission in 2006.

The vision developed during VISION 2050 will describe how residents want their communities and the Region to develop, and how they want to be connected to the places where they live, work, and play.

THE BASICS

Feedback from the initial visioning activities described in this brochure will lead into examining possible scenarios of how the Region might look and function in the future. The scenarios will be refined and used to create more detailed alternative plans, representing alternative visions. The alternative plans will be evaluated based on how well they achieve the goals and objectives identified in the initial visioning activities. Region residents will then be able to help identify a preferred vision to be reflected in the final year 2050 plan. The final plan will serve as a guide for land use and transportation decisions at the local, county, and State levels for years to come.

WE NEED YOUR INPUT!

The visioning activities that will kick off VISION 2050 will involve a great deal of public participation—that means you! Our approach for these initial visioning activities is simple:

1. We will listen to what you think is important; and
2. We will attempt to translate your ideas into an initial land use and transportation vision for Southeastern Wisconsin.

The visioning activities will begin with seven *Visioning Workshops* in October that anyone can attend (more information inside).

WHY IS IT IMPORTANT TO PARTICIPATE?

The goal for VISION 2050 is to create a better understanding of the consequences of different land use and transportation choices, and ultimately increase awareness and support of the final recommended plan. Maximum participation will be key!

FOR MORE INFORMATION:

Website: www.vision2050sewis.org

Email: vision2050@sewrpc.org

Phone: 262.547.6721



One Region, Focusing on Our Future

About SEWRPC

SEWRPC is the official areawide planning agency for land use and infrastructure for Southeastern Wisconsin. SEWRPC serves the following seven Southeastern Wisconsin Counties: Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington, and Waukesha. Under State law, Commission plans are advisory to local and State governments.

Year 2050 Population and Employment Forecasts

SEWRPC staff recently prepared population and employment forecasts that indicate the Region will have an additional 334,000 people and 210,000 jobs by the year 2050. These forecasts identify the growth and change in the Region's population and jobs which will be considered in preparing the year 2050 regional land use and transportation plan.



What will the Initial Visioning Activities Include?

- + A first set of seven visioning workshops (one in each County) in October 2013 (described below)
- + A number of survey opportunities
- + A photo contest where you can submit your favorite photos of the Region
- + A second set of visioning workshops in each county later in 2013
- + A Regional Visioning Forum in early 2014

Visioning Workshops #1 - October 2013

Seven interactive Visioning Workshops are about to begin (see the schedule and registration information to the right). Each workshop will last about two hours, with participants asked to arrive on time and stay for the duration of the workshop. These workshops will be open to the general public. Commission staff is asking anyone interested in participating in a workshop to register in advance at www.vision2050sewis.org.

Want to know what to expect if you attend one of the Visioning Workshops? Here is a sample of the activities that you will be participating in:

+ Important Places Mapping

Maps of your county and of the seven-county Region will be on display. You and other attendees will be able to identify your favorite places on each map and tell us about why they are special to you.

+ Image Preference Survey

Different types of land use and transportation will be flashed on a screen and you will be asked—using a real-time keypad polling device—to give each image a score based on how well you like what that image shows. The results will be displayed on the screen for all to see.

+ Visioning Exercises

You will then be split up into small groups and get the chance to talk about the kind of community and Region you want to live in, and also hear what kind of community and Region your fellow residents want to live in. Maybe you want to emphasize good air and water quality. Maybe you want to live in a walkable and bikeable community. Or maybe your top priority is to preserve the environment.

You will also work with your group to do what we (and many others) call a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. This analysis is just what it sounds like: identify the Region's best and worst qualities in terms of land development and transportation, and identify what's out there that the Region could take advantage of or that may put the Region's success at risk.

Reflecting upon your discussions and SWOT analysis, you and your group will be asked to develop a list of values and goals that you think are most important. These are the values and goals that will go into developing a vision for our Region's future land use and transportation.

Next Steps

The first series of Visioning Workshops will quickly be followed by Visioning Workshops #2 and a Regional Visioning Forum that will result in "Guiding Statements" to set the tone for development of the year 2050 regional land use and transportation plan. To stay informed throughout the entire VISION 2050 process, please sign up for the VISION 2050 e-newsletter by visiting the website (www.vision2050sewis.org).

Meeting locations are wheelchair-accessible. Persons needing disability-related accommodations are asked to contact the SEWRPC office at (262) 547-6721 a minimum of three business days before the meeting so that appropriate arrangements can be made regarding access or mobility, review or interpretation of materials, active participation, or submission of comments.

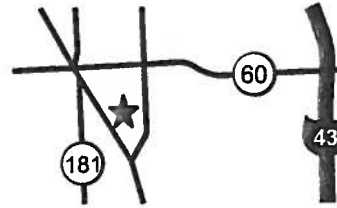
VISION 2050: FIRST SET OF VISIONING WORKSHOPS

OCTOBER 2013

If you want to participate in a particular workshop, please register in advance at www.vision2050sewis.org. All workshops will be two hours in length. On the evening of the workshop, please plan to arrive 15 minutes early to sign in and grab a snack and refreshment.

OZAUKEE

DATE/TIME: TUESDAY, OCTOBER 15 @ 6PM
LOCATION: OZAUKEE COUNTY PAVILION
W67 N890 WASHINGTON AVE.
CEDARBURG, WI 53012

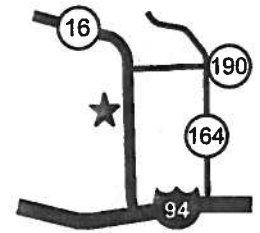


*Transit Access via
Ozaukee County
Shared-Ride Taxi*

WAUKESHA

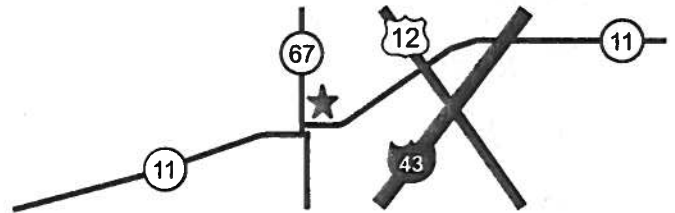
DATE/TIME: THURSDAY, OCTOBER 17 @ 6PM
LOCATION: WAUKESHA COUNTY TECH. COLLEGE
RICHARD T. ANDERSON CENTER
CONFERENCE ROOM C051
800 MAIN ST.
PEWAUKEE, WI 53072

*Transit Access via
Waukesha Metro Transit
Route No. 9*



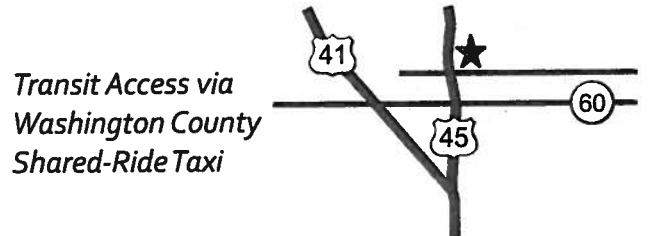
WALWORTH

DATE/TIME: TUESDAY, OCTOBER 22 @ 6PM
LOCATION: MATHESON MEMORIAL LIBRARY AND
COMMUNITY CENTER
101 N. WISCONSIN ST.
ELKHORN, WI 53121



WASHINGTON

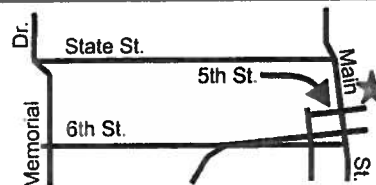
DATE/TIME: WEDNESDAY, OCTOBER 23 @ 6PM
LOCATION: WASHINGTON COUNTY FAIR PARK
PAVILION
MEETING ROOMS
3000 PLEASANT VALLEY RD. (HWY PV)
WEST BEND, WI 53095



*Transit Access via
Washington County
Shared-Ride Taxi*

RACINE

DATE/TIME: THURSDAY, OCTOBER 24 @ 6PM
LOCATION: RACINE CIVIC CENTRE
5 FIFTH ST.
RACINE WI, 53403

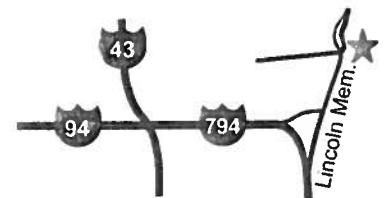


*Transit Access via
Belle Urban System
Route Nos. 1, 3, & 7*

MILWAUKEE

DATE/TIME: TUESDAY, OCTOBER 29 @ 5PM
LOCATION: MILWAUKEE COUNTY WAR
MEMORIAL CENTER
750 N. LINCOLN MEMORIAL DR.
MILWAUKEE, WI 53202

*Transit Access via
Milwaukee County
Transit System
Route Nos. 10, 12,
14, 31, & 33*



KENOSHA

DATE/TIME: WEDNESDAY, OCTOBER 30 @ 5PM
LOCATION: KENOSHA CIVIL WAR MUSEUM
FREEDOM HALL
5400 FIRST AVE.
KENOSHA, WI 53140



*Transit Access via
Kenosha Area Transit
Route Nos. 1, 3, 4, & 6*

SOUTHEASTERN WISCONSIN
REGIONAL PLANNING COMMISSION

W239 N1812 ROCKWOOD DRIVE
PO BOX 1607
WAUKESHA, WISCONSIN 53187-1607

First Class Mail
U.S. POSTAGE
PAID
PERMIT NO. 645

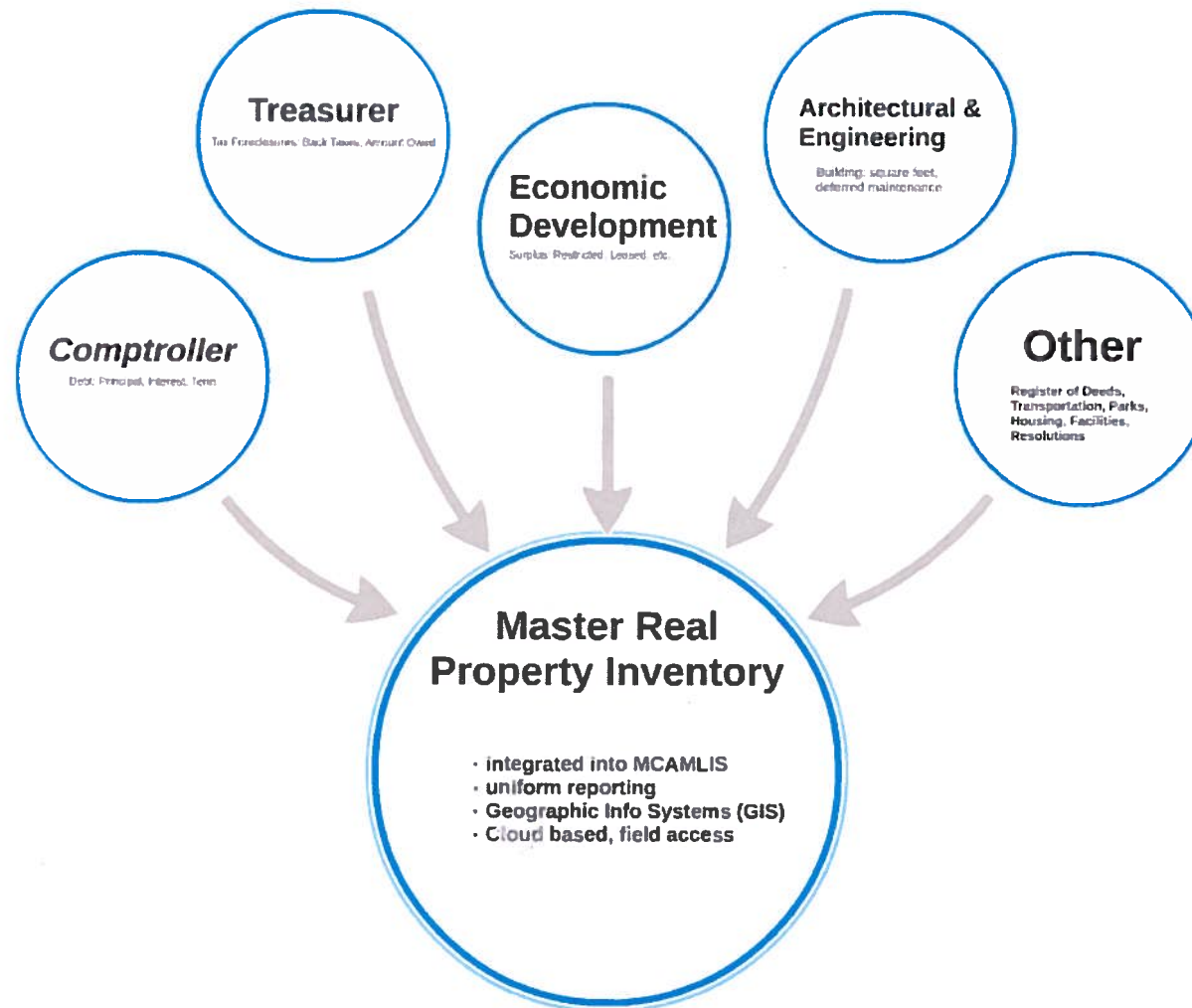
A light gray silhouette of the state of Wisconsin is positioned behind the word "VISION".

VISION 2050

A logo consisting of a stylized building or structure is located inside the final zero of the year "2050".

One Region, Focusing on Our Future

Real Property Inventory

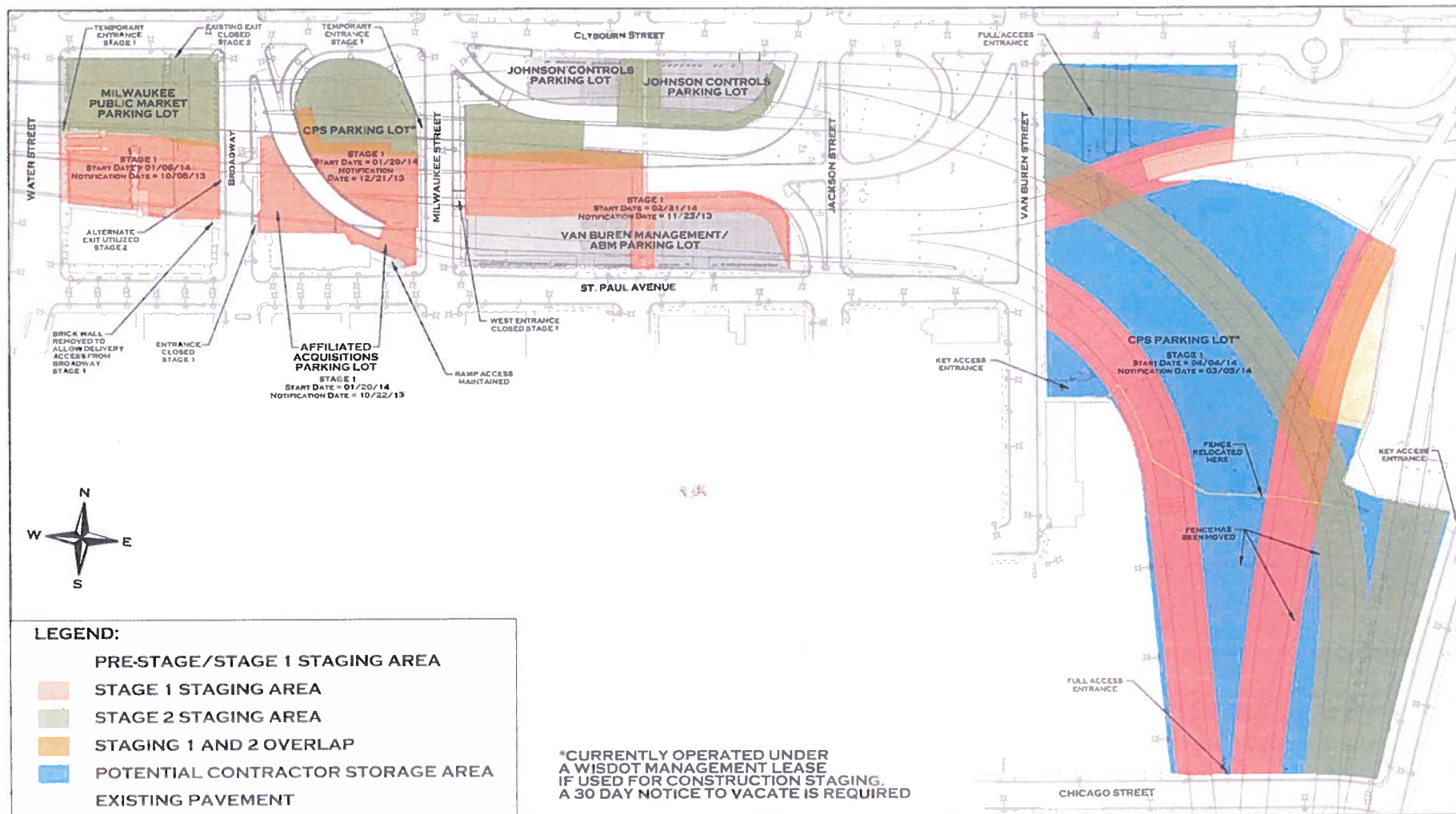




Workforce Training

Connecting Mission to Outcomes

http://prezi.com/bv3kx_t8ejgr/?utm_campaign=share&utm_medium=copy&rc=ex0share



PARKING LOT CONSTRUCTION NOTICE DATES
IH 794 (LAKE FREEWAY)
 MILWAUKEE COUNTY, WI



PROJECTED IMPACT OF LAKE FREEWAY CONSTRUCTION ON MILWAUKEE COUNTY AIRSPACE REVENUE

Tenant	Lot	Rent	Phase	Start Date	Complete Date
Affiliated	400 N Broadway	\$ 2,880.00	Phase I	1/20/2014	12/1/2014
CPS	431 N Milwaukee	\$ 12,250.00	Phase II	2/1/2015	9/1/2015
CPS - Lake Lot	701 E Clybourn	\$ 58,233.00	Phase I	4/4/2014	12/1/2014
Johnson Contro	515 E Clybourn	\$ 6,270.00	Phase II	12/1/2014	9/1/2015
Johnson Contro	413 E Clybourn	\$ 3,515.00	Phase II	12/1/2014	9/1/2015
Van Buren Mgt	500 E St Paul	\$ 33,345.00	Phase I	2/21/2014	12/1/2014
		\$ 116,493.00			
			Yearly Income \$		1,397,916.00

		PHASE I - 2014											
		January	February	March	April	May	June	July	August	September	October	November	December
Affiliated	400 N Broadway												
CPS	431 N Milwaukee	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00	\$ 12,250.00
CPS - Lake Lot	701 E Clybourn	\$ 58,233.00	\$ 58,233.00	\$ 58,233.00									
Johnson Contro	515 E Clybourn	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	
Johnson Contro	413 E Clybourn	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	
Van Buren Mgt	500 E St Paul	\$ 33,345.00	\$ 33,345.00										
		\$ 113,613.00	\$ 113,613.00	\$ 80,268.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 22,035.00	\$ 12,250.00
2014 Projected Income											<u>\$ 496,024.00</u>		
		PHASE II - 2015											
		January	February	March	April	May	June	July	August	September	October	November	December
Affiliated	400 N Broadway	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00	\$ 2,880.00
CPS	431 N Milwaukee	\$ 12,250.00									\$ 12,250.00	\$ 12,250.00	\$ 12,250.00
CPS - Lake Lot	701 E Clybourn												
Johnson Contro	515 E Clybourn								\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	\$ 6,270.00	
Johnson Contro	413 E Clybourn								\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	\$ 3,515.00	
Van Buren Mgt	500 E St Paul	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00	\$ 33,345.00
		\$ 48,475.00	\$ 36,225.00	\$ 36,225.00	\$ 36,225.00	\$ 36,225.00	\$ 36,225.00	\$ 36,225.00	\$ 36,225.00	\$ 46,010.00	\$ 58,260.00	\$ 58,260.00	\$ 58,260.00
2015 Projected Income											<u>\$ 522,840.00</u>		

Notes

Notes
Phase I will consist of the East bound lanes of 794 and include Sewer and Stormwater work underground. Phase II will affect West bound Lanes. The DOT contract gives an 11 month window for completion of Phase I. A slightly shorter time frame is expected for Phase II because no Sewer/Water work is anticipated. The time lines represent a "worse case scenario" for the DOT. Favorable weather and minimal contingencies could shorten the time line. It is possible for portions of the parking lots to remain open during construction. Rent would then be calculated as a ratio of the available lots for that time period. Construction Contracts for Phase II have not yet been signed, start Dates are subject to Change. CPS Lake lot will likely be closed for the entirety of the project so that Contractors can use the lot as a staging area for materials. Construction dates have been verified by DOT project manager Carolynn Gellings.

Figure 1: Previous Formation

MILWAUKEE COUNTY

ECONOMIC DEVELOPMENT DEPARTMENT

ORGANIZATIONAL CHART (2012)

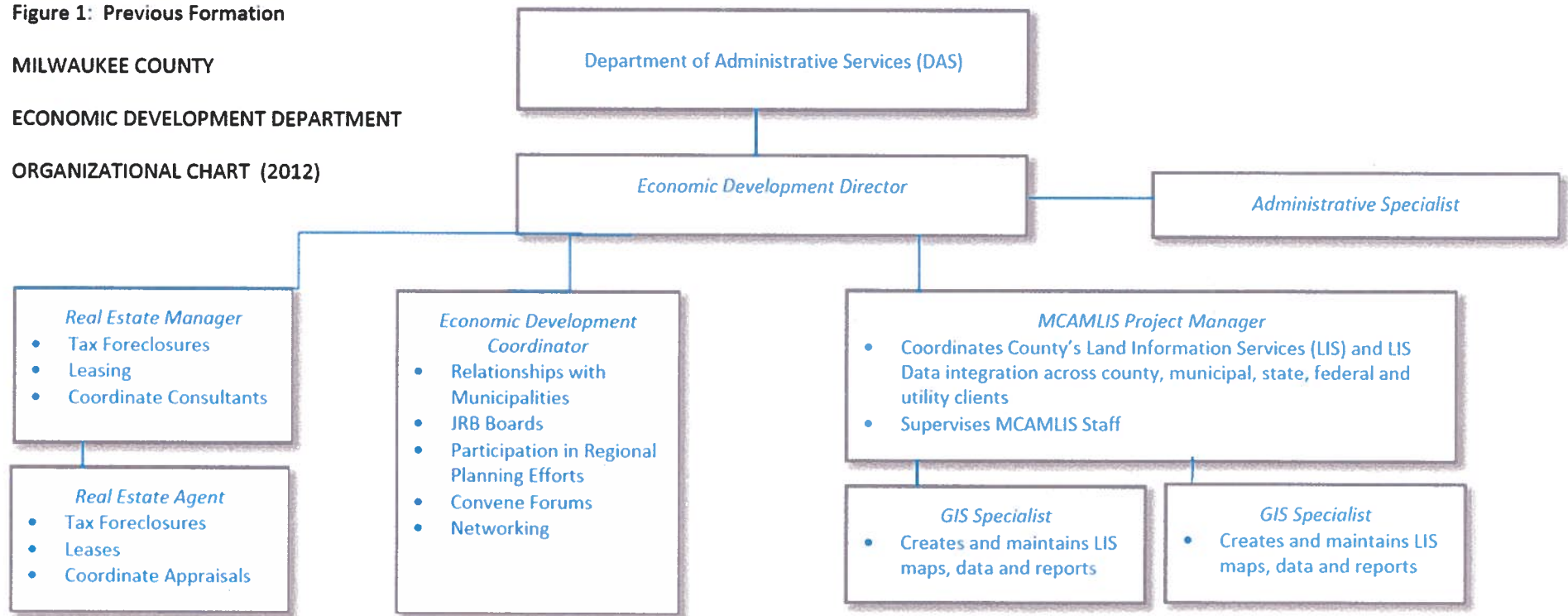
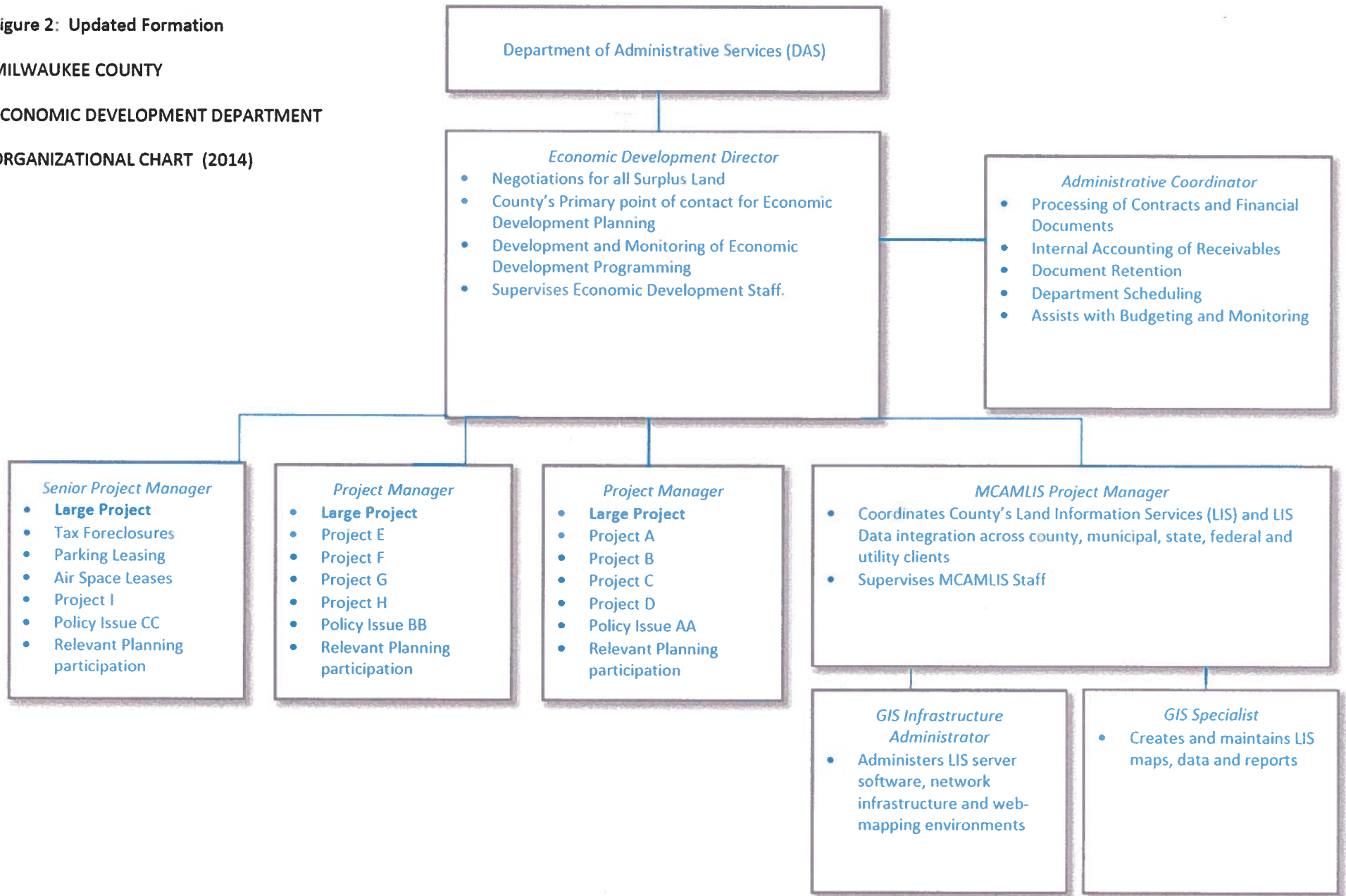


Figure 2: Updated Formation

MILWAUKEE COUNTY

ECONOMIC DEVELOPMENT DEPARTMENT

ORGANIZATIONAL CHART (2014)



VISIT Milwaukee 2014 Budget Appropriation
Milwaukee County Department of Economic Development

Tourism in Milwaukee County is a critical part of our economy. Milwaukee County is the largest tourism economy in the state and in **2012** tourism generated for the county:

- \$2.9 billion in total business sales
- Over \$203 million in state and local taxes
- 30,000 full time jobs

The organization that is responsible for marketing and selling Milwaukee County to conventions and leisure travelers is VISIT Milwaukee.

This **\$25,000 budget request** represents Milwaukee County's share of support for VISIT Milwaukee and is unchanged from previous years.

All County tourism-related institutions receive full VISIT Milwaukee partnership and benefits including General Mitchell Airport, Milwaukee County Zoo, Parks, and all cultural institutions **15 organizations in all**. All fees customarily charged to similar institutions are waived by the County's umbrella investment in VISIT Milwaukee.

VISIT Milwaukee is a non-profit 501 © 6, equal opportunity organization governed by 30 member Board of Directors. Milwaukee County maintains 2 seats on the Board and a seat on the Executive Committee.

VISIT Milwaukee services include:

- A listing of all County facilities and attractions in 200,000 Official Visitor Guides, 5,000 Meeting Planner Guides, and 5,000 Group Tour Guides.
- Opportunities to upload County facility event information to our event calendaring system, Milwaukee365.com, at no charge.
- Representation on our website, visitmilwaukee.org listing general community information as well as partner information, including County history and Milwaukee County facts and attractions.
- Milwaukee County Parks Quick Click video tour on our website.
- Representation of Milwaukee County Parks in a promotional *Discover Wisconsin* television episode, airing 2014-2016, as well as radio spots and website presence.
- Participation in VISIT Milwaukee sponsored events, e.g., partnership mixers, education seminars, National Tourism Week events, and Familiarization tours (FAMs).

- Travel writer support through creation and hosting of press trips for select travel writers that result in stories in local, regional, and national media outlets that increase awareness of Milwaukee County as a desirable destination for leisure and convention travel.
- Production and targeted placement of press releases, feature articles and stories in local, regional and national media to increase exposure of, and interest in, Milwaukee County.
- Attendance at media marketplaces and coordination of regional desk side media visits to include promotion of Milwaukee County parks and facilities. Maintenance of B-Roll and comprehensive image library of Milwaukee County parks and facilities.
- A full-time representative in Washington, D.C. actively selling Milwaukee County to association executives.
- Operation of a Visitor Information and Call Center, providing the traveling public with information on Milwaukee County.
- Opportunities to participate in aggressive social media campaigns highlighting Milwaukee County attractions and events.
- Opportunities to participate in the "MKE4LESS" campaign on the VISIT Milwaukee website, offering discounts and promotions to travelers for Milwaukee County attractions.
- Targeted promotional and marketing campaigns for select events held within County facilities and grounds, e.g. – the Milwaukee Air and Water Show.

FYI: 15 institutions

Boerner Botanical Gardens
 Captain Frederick Pabst Mansion
 Charles Allis Art Museum
 Mitchell International
 Marcus Center for the Performing Arts
 Milwaukee Art Museum
 Milwaukee County Historical Society
 Milwaukee County Parks
 Milwaukee County Transit
 Milwaukee Public Library
 Mitchell Gallery of Flight
 Mitchell Park Horticultural
 Trimborn Farm
 Villa Terrace
 War Memorial

Memorandum

To: Sup. Willie Johnson, Jr.
Sup. David Cullen

Copy To: Sup. Jason Haas
Sup. Jim "Luigi" Schmitt
Sup. Peggy Romo West,
Sup. Patricia Jursik
Sup. Theodore Lipscomb Sr.
Sup. David Bowen
Sup. Russell Stamper
Milwaukee County Chairwoman Marina Dimitrijevic

From: Children's Hospital of Wisconsin, Inc.
Re: Fire Protection Charge
Date: October 11, 2013

The Budget Summary for the water utility provided to you today states:

The fire protection charge will continue to be budgeted in the water utility and charged out to all County grounds users of the water system. Payment from some non-County users of the water system has been challenging.

Children's Hospital of Wisconsin, as one of the non-County users would like to explain the reason for that "challenge."

Children's has no objection to paying for the water the County provides for our use on the County grounds. Indeed in 2012, we paid more than \$200,000 to the County for water pursuant to the requirements of Appendix G of our 1985 Lease Agreement with Milwaukee County.

However, the Lease Agreement provides no basis for the County's continued attempts to bill Children's for fire protection services. Our obligation to pay for fire protection under our Lease was satisfied in full in 1995. Fire Protection services are addressed in Appendix N of the 1985 Lease (copy attached) which commits the County to provide fire protection for sixty years and provides in relevant part:

. . . as its total financial obligation for fire protection, Lessee does hereby agree to pay County the sum of Twenty-Five Thousand Dollars (\$25,000.00) per year commencing with the Effective Date of this Agreement and concluding ten (10) years from the date hereof,

Children's made the required annual payments for Fire Protection to the County from 1985 to 1995, fully meeting its obligations under the Lease.

In February of 2013, Children's made an additional payment of \$200,000 in connection with the closure of Connell Avenue to address the amounts the County had unilaterally budgeted in 2012 and 2013 for fire protection payments from Children's. In the 2013 Amendment, we expressly denied any current or future obligation to pay for fire protection services.

In all, Children's has paid nearly double the amount required of it under its Lease with Milwaukee County for fire protection services. The provisions of our Lease are clear, and we believe we have fully satisfied our obligation to the County for fire protection services.

APPENDIX N

FIRE PROTECTION

COMMITMENT TO CONTRIBUTE TO LESSOR'S COSTS

WHEREAS, Lessor entered into an agreement with the City of Wauwatosa on December 22, 1982, whereby said City will furnish first line fire protection to Milwaukee County Institutions, including the property of Lessee, for a minimum period of 60 years; and

WHEREAS, under said agreement between City of Wauwatosa and Lessor, the Lessor will be liable for 85 percent of the construction costs of a new fire station which will be located on the County Institutions grounds in close proximity to Lessor (up to a maximum of \$800,000 construction costs) and will be further liable for said period of approximately 60 years for approximately 75 percent of the cost of 15 additional fire fighting positions hired by the City of Wauwatosa to serve the County Institutions grounds;

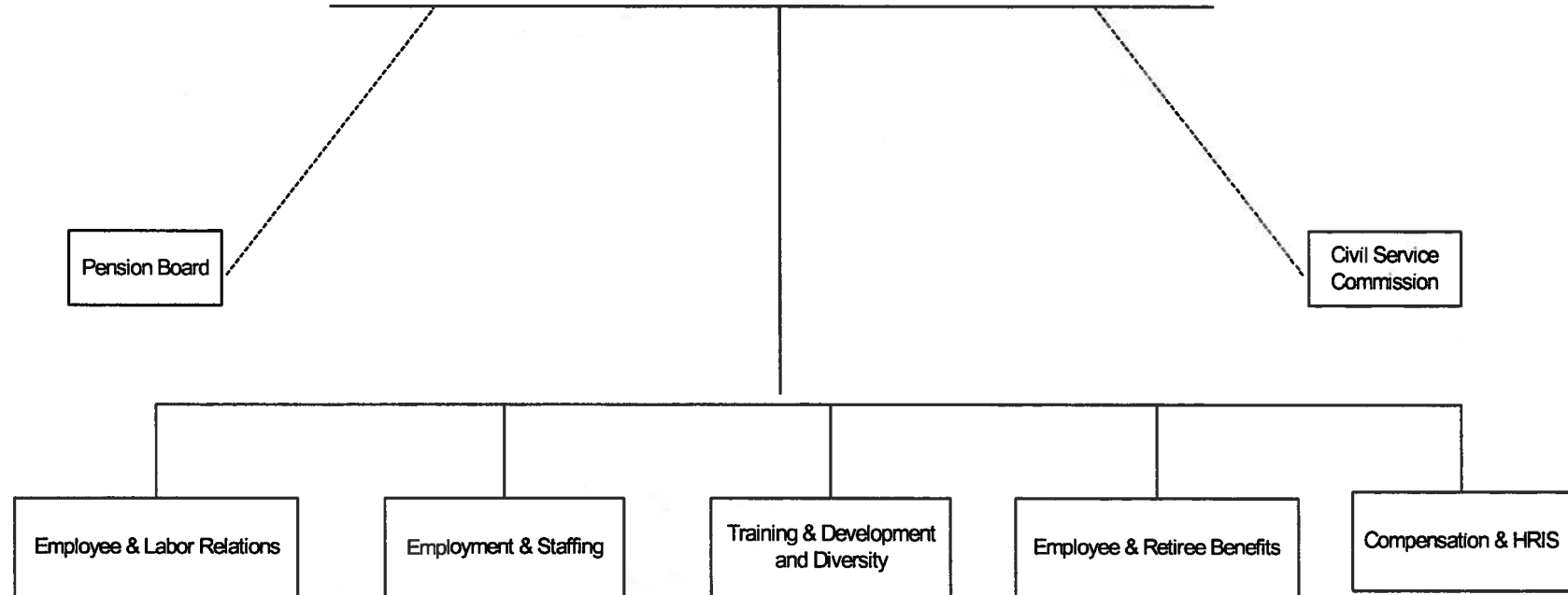
IT IS MUTUALLY AGREED between the parties that as its total financial obligation for fire protection, Lessee does hereby agree to pay County the sum of Twenty-Five Thousand Dollars (\$25,000.00) per year commencing with the Effective Date of this Agreement and concluding ten (10) years from the date hereof, with the payments to be made on or before January 1 of each year, commencing with the first payment in January, 1985. Payments by Lessee hereunder shall be on the condition that the City of

Wauwatosa provides the services called for in the County-City Agreement of December 19, 1980. Said payment shall be made payable to Milwaukee County Institutions and Departments and be mailed to 8731 West Watertown Plank Road, Milwaukee, Wisconsin 53226.



2014 RECOMMENDED BUDGET – DEPARTMENT OF HUMAN RESOURCES

DEPARTMENT OF HUMAN RESOURCES





2014 RECOMMENDED BUDGET – DEPARTMENT OF HUMAN RESOURCES

Human Resources

Vision

The Department of Human Resources will be recognized as a trusted resource, partner, leader and innovator in support of the County's mission, vision and employees.

Mission

We provide quality HR services to attract, develop, motivate and retain a quality workforce within a diverse, supportive, customer service-driven work environment.

Core Values

Integrity & Respect
Results-Oriented
Customer Focus
Communication
Collaboration
Commitment





HUMAN RESOURCE STRATEGIC PRIORITIES

- ✓ **Priority**: Recruit and hire quality staff in an efficient manner.
- ✓ **Priority**: Attract and retain a diverse, talented, and high-performing workforce.
- ✓ **Priority**: Develop employees and leaders.
- ✓ **Priority**: Build an engaged workforce.





2014 RECOMMENDED BUDGET – DEPARTMENT OF HUMAN RESOURCES

SAMPLE KEY INITIATIVES

- Continuing analysis and evaluation of County jobs from a compensation perspective, ensuring internal and external equity as well as FLSA, EEO-1 and ADA Compliance
- Update compensation design to ensure equity, career development, and market competitiveness.
- Develop consistent human resources policies and practices that reward and recognize employee performance.
- Roll out management and leadership training courses to build competency and accountability.
- Implement a County-wide employee onboarding program and implement employee off boarding controls.
- Continue to develop and maintain employee communications tools (employee handbook, online tools, web site, reaching employees not online).
- Implementation and promotion of updated Milwaukee County wellness program.
- Implement efficiency and service improvements in our hiring process.
- Implement centralized background check processes.

